
3B

Action

Professional Services Committee

Additional Recommendations from the Career Technical Education Advisory Panel

Executive Summary: This agenda item brings forward additional recommendations from the Career Technical Education Advisory Panel. These recommendations would require the Commission to approve regulatory changes.

Recommended Action: Staff recommends that the Commission take action to approve the CTE Advisory Panel's recommendations and direct staff to include these recommendations in the work to amend the regulations related to CTE teaching credentials.

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Strategic Plan Goal: 1

Promote educational excellence through the preparation and certification of professional educators

- ◆ Sustain high quality standards for the preparation and performance of professional educators and for the accreditation of credential programs

April 2009

Additional Recommendations from the Career Technical Education Advisory Panel

Introduction

In August 2008, the Commission approved new Career Technical Education (CTE) Credential Program Standards based upon recommendation of the CTE Advisory Panel (<http://www.ctc.ca.gov/commission/agendas/2008-08/2008-08-3F.pdf>). This agenda item brings forward the last four recommendations from the CTE Advisory Panel. These four include the: 1) establishment of a new short-term pathway for industry experts; 2) modification of the definition of one year of work experience; 3) allowance of advanced industry certifications or licenses to serve in lieu of one year of work experience; and 4) allowance of the opportunity for an individual who holds a multiple or single subject teaching credential to use that credential in lieu of up to one year of work experience.

Background

Pursuant to Senate Bill 52 (Chap. 520, Stats. 2007), Commission staff facilitated the Career Technical Education Advisory Panel. The panel's recommendations were presented to the Commission in March 2008 (<http://www.ctc.ca.gov/commission/agendas/2008-03/2008-03-3B.pdf>) and submitted to the legislature on April 1, 2008. The report included the advisory panel's recommendations for changes to the credential requirements, the program standards, and other recommendations which need regulatory changes to implement. Senate Bill 1104 (Chap. 576, Stats. 2008) provided the necessary legislative changes to the CTE credential requirements. Last month staff presented the initial agenda item to begin the regulatory process to implement the CTE credential requirement changes.

The advisory panel developed additional recommendations that did not require legislative action. These recommendations could not be addressed through the adoption of program standards. Instead, to implement these final four recommendations, they must be included in the regulations related to the CTE credential requirements. This agenda item seeks approval of these concepts to be included in the proposed Title 5 regulations.

Recommendation 1: Proposal for a New CTE Credential Pathway for Industry Experts

In their discussions related to increasing the supply of CTE teachers, the CTE Advisory Panel discussed a new pathway for industry experts who may want to teach. The following statement is from the report to the legislature, page 18 (<http://www.ctc.ca.gov/commission/agendas/2008-03/2008-03-3B.pdf>):

Consider a new pathway for industry experts who may want to teach part-time for a brief period only since their skills are in high demand in the workplace.

Rationale: The panel discussed considering a new pathway for industry experts who may want to teach part-time for a brief period only since their skills are in high demand in the workplace. These individuals often participate in education through partnerships with

[Regional Occupation Centers and Programs (ROCP)]. Many of these partnership opportunities are offered to ROCPs, including ones built around online and distance learning models for students. The panel believes that there is a need for a business/industry partnership certificate (BIPC), limited to one issuance of short duration and one minimal preparation requirement: early orientation. A Business and Industry Partnership credential (BIPC) would allow an industry expert to teach in a CTE setting for up to one school year.

High demand for certain job skills in an industry also means that these teachers are in the highest demand in CTE school programs. However, it is difficult to recruit such teachers since their industry careers may be much more lucrative than teaching. At the same time, the industry expert's employers need to recruit entry-level workers for such high demand fields as health care and specialized technologies. Industry experts are often brought into CTE classrooms through special business and industry partnerships. In many cases, the business or industry will supplement the teaching salary and even provide the classroom facilities including highly technical equipment and materials needed for training, or classes built around online and distance learning models. However, a credential structure that requires a long term commitment to teaching as a career, including completing a preparation program, is a deterrent to the industry sponsors or their employees.

The panel believes that there is a need for a Business and Industry Partnership Teaching Authorization, limited to one issuance of one school year duration and one minimal preparation requirement for the early orientation. The other requirements for the authorization, such as work experience and education, would remain the same as for the regular CTE preliminary teaching credential. Businesses would gain the benefit of being directly involved with training prospective young workers to their precise needs for employees. These teacher/partners should be currently certified and currently working in their field. As with any new teacher, they should be closely supervised and mentored by the employing school district or county office of education which would also have the responsibility to ensure that instruction in the partnership project meets the standards. There is also the possibility that a partner may enjoy teaching enough that he or she may wish to continue. The teaching service and preparation under such an authorization should count toward the regular CTE credential if the teacher/partner wants to continue in teaching after the first year. The following chart details the proposed requirements for a business and industry partnership authorization.

	CTE Preliminary Credential	Business and Industry Partnership Teaching Authorization
Requirements	<ul style="list-style-type: none"> • High school diploma or the equivalent • Fitness clearance • Three years recent work experience • An advanced industry certification or license may count for one year of work experience • Recommendation from a Commission-approved program 	<ul style="list-style-type: none"> • High school diploma or the equivalent • Fitness clearance • Three years recent work experience • An advanced industry certification or license may count for one year of work experience • Recommendation from a Commission-approved program
Term	<ul style="list-style-type: none"> • Three years • Must complete an early orientation • Must complete the preliminary preparation program to be recommended for the Clear Credential 	<ul style="list-style-type: none"> • One school year • Must complete an early orientation • Non-renewable, if interested in continuing as a teacher, must complete the preliminary preparation program

Recommendation 2: Modification of the Hours Required for One Year of Work Experience

Individuals who teach CTE come from a wide range of professions. Within these different professions the definition of full-time work varies. For many industries, such as restaurants and the media, an average year of full-time work may be as few as 1000 hours per year. Seasonal industries, such as the building trades, may have a similar reality for full-time work. In K-12 education, a full-time work year consists of approximately 1200 hours; for higher education faculty, including community colleges, it may be even fewer hours.

The Commission has some credentials that require a number of years of teaching experience to earn the credential: Education Specialist Level II and Administrative Services Tier I. If an individual has worked a minimum of 75% of a school year, the individual may count it as one year of work experience. Currently the Title 5 regulations define a year of full-time work as 1500 hours.

Recommendation: The CTE advisory panel suggests that the number of hours defined as a year of full-time work-experience should not reflect the maximum number of hours for some industries. Instead, to increase opportunities for people to qualify for the preliminary CTE credential the definition of a year of full-time work should be lowered to allow individuals from all industries to complete the required hours for a year of full-time work within one calendar year.

The CTE advisory panel recommends that a full-time year of work experience be defined as 1000 hours. The Adult Education Panel recommendations (presented at the March 2009 Commission meeting) are consistent with this recommendation. Changes to the present Title 5 definition would apply to both CTE and Adult Education credentials.

Recommendation 3: Advanced Industry Certifications or Licenses

The CTE Advisory Panel recommends that individuals who hold advanced industry certifications or licenses should be able to use the advanced certification or license for up to one year of work experience. The following statement is from the report to the legislature, page 16 (<http://www.ctc.ca.gov/commission/agendas/2008-03/2008-03-3B.pdf>):

Add advanced industry certifications to the list of activities that qualify as work experience.

Rationale: By adding advanced industry certifications to the work experience options, additional individuals with expertise would be able to meet the work experience requirement, thereby increasing the pool of qualified candidates. For example, an automobile mechanic with two years of experience and an industry certification would meet the experience requirement. It would be necessary to compile a list of certifications that could count towards the experience requirement.

Staff has begun to review the various industry certifications and licenses. It is the intent of the CTE advisory panel that the certification or license is an indicator of advanced expertise in the profession. The approved programs will have the responsibility to determine if the advanced certification is equivalent to one year of work experience.

Recommendation 4: Multiple or Single Subject Teaching Credential Counts for up to One Year of Work Experience.

The CTE advisory panel also recommends that an individual who holds a multiple or single subject teaching credential should be able to use that teaching credential in lieu of up to one year of work experience toward a CTE teaching credential. The following statement is from the report to the legislature, page 18 (<http://www.ctc.ca.gov/commission/agendas/2008-03/2008-03-3B.pdf>):

Teaching experience with a valid multiple or single subject teaching credential should count for up to one year of work experience even if it is not directly related to the CTE credential area. The individual should still be required to complete preparation in CTE foundations.

Rationale: Presently multiple and single subject teachers may teach related CTE courses only if they hold a credential in agriculture, business, health, home economics, or industrial and technology education. Other single subject credentialed teachers may teach CTE courses only if they have five years of work experience in the CTE subject, but they do not have to complete a CTE teacher preparation program. The CTE advisory panel suggests that teaching experience, even if it is not related to the CTE subject, is invaluable to the success of CTE

teachers. If holding any multiple or single subject credential counted for one year of work experience, more multiple and single subject teachers might be recruited for CTE courses. Under the above recommendation the individual would then only need two years of work experience in the CTE subject and one course in CTE foundations to be eligible for the preliminary CTE credential.

Staff Recommendation

That the Commission take action to approve the following four changes to the CTE credential requirements:

- 1) Develop a CTE Business and Industry Partnership Teaching Authorization (BIPT) which would be valid for up to one school year and be based on the same work experience as a traditional CTE preliminary credential. An individual who earns a BIPT Authorization would need to complete the Early Orientation.
- 2) Define one year of work to be a minimum of 1,000 hours.
- 3) Define that an advanced industry certification or license may be used by an individual in lieu of up to one year of work experience. The approved program will decide which advanced certifications or licenses are acceptable as equivalent to one year of work experience.
- 4) Define that an individual holding a multiple or single subject teaching credential may use that teaching credential in lieu of up to one year of work experience.

Next Steps

If the Commission takes action to approve the CTE panel's recommendations, staff from the Certification and Assignment Division will bring proposed regulatory language to the Commission at the June Commission meeting.